



ANTI-BULLYING POLICY

At EMVA Ltd we do not tolerate bullying, we pursue an active policy of prevention and deal with incidents promptly and effectively when they arise. We expect all members of EMVA to play their part in preventing and if necessary identify and stopping bullying.

Bullying is a term used in many contexts. There are many definitions but we consider it to be

- Something hurtful
- Done more than once
- Done on purpose

There are many forms of bullying, and as a community we need to be aware that seemingly trivial incidents may be part of a targeted campaign and we should all take allegations seriously. Actions may be in the form of

- Physical violence and/or threats
- Verbal abuse and/or aggression
- Emotional abuse
- Exclusion from activities
- Damage and/or theft of property
- Inappropriate use of technology such as phones, emails and websites to cause distress. (Cyberbullying)

It is our policy to

- Take all bullying problems seriously
- Support the victim
- Investigate incidents thoroughly and promptly
- Obtain witness information wherever possible
- Work in partnership with parents
- Work in partnership with the Police and other agencies when appropriate (particularly in the case of cyberbullying).
- Apply appropriate sanctions
- Support the bully to modify their behaviour
- Ensure that appropriate action is taken to prevent further incidents
- Take opportunities to discuss the topic of bullying

Anti-Bullying Policy - produced September 2015

Review Date: September 2016

Review Date: September 2017

Review Date:

Roles and Responsibilities

Students will:

- Give dignity and respect to others
- Report any incidents of bullying to a member of staff or the text line

Parents/Carers will:

- Report concerns to the staff at EMVA
- Support strategies put in place by EMVA

All Staff will:

- Treat all reported incidents seriously
- Report incidents to the appropriate staff member
- Implement any strategies put in place to prevent further incidents
- Use the curriculum to raise awareness of the negative effects of bullying and discrimination
- Coordinate strategies to prevent bullying
- Investigate allegations
- Support victims, both immediately and by offering longer-term solutions
- Develop and deliver behaviour modification programmes for bullies and victims
- Liaise with outside agencies as appropriate
- Be directly involved in fostering positive relationships at EMVA and raising awareness of the negative effects of bullying
- Take action with regard to persistent offenders
- Oversee liaison with outside agencies
- Ensure that the Anti-Bullying Policy is regularly monitored, evaluated reviewed and discussed with EMVA staff.
- Monitor incidents of bullying

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